

# School culture survey

## COMMENTS TO FACILITATOR

This tool will help a school assess its culture based on the 12 norms of a healthy school culture identified by Jon Saphier and Mathew King in their article, "Good Seeds Grow in Strong Cultures," *Educational Leadership*, March 1985.

The facilitator should prepare individual sheets ahead of the meeting and distribute to participants.

After individuals declare their positions, the facilitator should collect the responses and tabulate privately. The cumulative responses should be shared at the next team meeting. The facilitator should then lead a discussion about possible implications of the responses. *In what areas is there already substantial agreement that the team is performing well together? What areas does this team need to work on? What are some strategies for improvement in that area?*

**The professional staff in this school use their talents and knowledge to help each other with challenges and needs.**

Strongly Disagree   Disagree   Neutral   Agree   Strongly Agree

**This school encourages and supports experimentation with new ideas and techniques.**

Strongly Disagree   Disagree   Neutral   Agree   Strongly Agree

**This school has high expectations for teachers and administrators.**

Strongly Disagree   Disagree   Neutral   Agree   Strongly Agree

**Staff and students in this school trust and have confidence in each other.**

Strongly Disagree   Disagree   Neutral   Agree   Strongly Agree

**Time and resources are available to support teachers to do their best work.**

Strongly Disagree   Disagree   Neutral   Agree   Strongly Agree

**Teachers and leaders in this school reach out to a knowledge base to inform their work with students and with each other.**

Strongly Disagree   Disagree   Neutral   Agree   Strongly Agree

**Good teaching is recognized and appreciated by the school and community.**

Strongly Disagree   Disagree   Neutral   Agree   Strongly Agree

**This school culture values caring, celebration, and humor.**

Strongly Disagree   Disagree   Neutral   Agree   Strongly Agree

**School leaders consistently involve staff in discussing and making decisions about most school issues.**

Strongly Disagree   Disagree   Neutral   Agree   Strongly Agree

**School administrators keep meetings and paperwork to a minimum in order to protect teachers' instructional and planning time.**

Strongly Disagree   Disagree   Neutral   Agree   Strongly Agree

**The school has traditions in both curriculum and recurrent events that are significant and known by all.**

Strongly Disagree   Disagree   Neutral   Agree   Strongly Agree

**Honest, open communications exist among staff members.**

Strongly Disagree   Disagree   Neutral   Agree   Strongly Agree